



Leadership Development Director (full time)

We Are:

A grassroots organization led by those experiencing racism, classism, and gender oppression on a daily basis. With our collective power, we organize to win a Kingston economy that meets all of our social and environmental needs.

Who We're Looking For:

A full time (40 hours per week) Leadership Development Director to help Rise Up Kingston (RUK) continue to grow our grassroots efforts to fight for justice for all by building power and skills within our community. This is a new position with RUK and a great opportunity to build and implement an effective leadership development program. At the moment, all Rise Up Kingston staff are working remotely.

The primary responsibilities of the Leadership Development Director are as follows:

- Develop RUK's Leadership Development Circle
- Create Leadership Development plans to support campaign & community educational needs
- Coordinate Trainings & Political Education for the community:
 - Create curriculum
 - Identify & schedule guest speakers
- Work with leaders from other circles on Deeper Trainings & Political Education:
 - Conduct outreach & turnout to bring people into trainings
- Organize learning opportunities in community spaces
- Support staff in their professional development
- Develop internships for college & high school youth

Our organizational structure follows the framework of a Worker Self-Directed Nonprofit - while we do have titles, we consider ourselves a flat organization with multiple layers of accountability. The full-time Leadership Development Director will work closely with the Executive Director, the Operations Director, other staff, our Circles, and allies.

Why we're committed to the Worker Self-Directed Nonprofit framework: where all workers have the power to influence the programs in which they work, the conditions of their workplace, their own career paths, and the direction of the organization as a whole. Distributing leadership

throughout an organization can create organizations that are more effective at advancing their mission, more adaptable and responsive to complex systems, more accountable to their communities, and more equitable and fun places to work!

You Might Be Great for This Job If You:

- Have experience in developing trainings and/or curriculums
- Have an understanding of political education
- Have outreach experience and skills and are a good communicator
- Can work collaboratively with a small team and with a diverse group of individuals
- Can work independently and has a willingness to learn
- Ability to think strategically and innovatively
- Consistently follow through and are detail oriented
- Support the forest and the trees-- meaning you have the ability to see the big picture of a project and can also break it down into manageable parts
- Can swiftly prioritize and multitask

Other Good Skills to Have:

- Project management skills
- Campaign experience
- Event planning
- Understanding of leadership skills and programs
- Competency with computers, technology, Google Suite, e-mail, and the ability and willingness to acquire further technical knowledge as may be appropriate.
- Cultural Competency

Benefits of Working With Us:

- Flexible Schedule
- Family Friendly Environment
- A living wage, health benefits and paid time off
- Salary: \$55,000/year, plus benefits

How to Apply: To apply please complete [this survey](#) and send a cover letter, resume and/or job experience to office@riseupkingston.org.

Process: Deadline for application is September 30th. A hiring committee composed of board and staff members will review survey and application materials. By Mid-October, candidates will be contacted for the first round of interviews. By the end of October, the second round of interviews, with the position beginning in November, ideally.

Equal Employment Opportunity Statement:

Rise Up Kingston is an equal opportunity employer. Our commitment to a workplace that is inclusive and equitable for all people goes hand-in-hand with our work to dismantle structures of racism & oppression in our community.